

## President Jordan approves new SCPI program

President I. King Jordan has approved a proposal for a Sign Communication Proficiency Interview (SCPI) program for staff employees that was developed over the past year by a campus SCPI committee. The Board of Trustees will consider sections of the plan needing board approval in February.

The Sign Communication Proficiency Program is made up of two parts: intensive sign language training and orientation for new staff, and sign language proficiency requirements and training for all staff.

The intensive program provides sign language training to new staff employees who do not have at least entry-level skills. Each morning for three weeks, new employees who do not have at least entry-level sign language skills will attend class and are expected to achieve at least a Novice-level rating on the SCPI. If they do not, they can repeat the course.

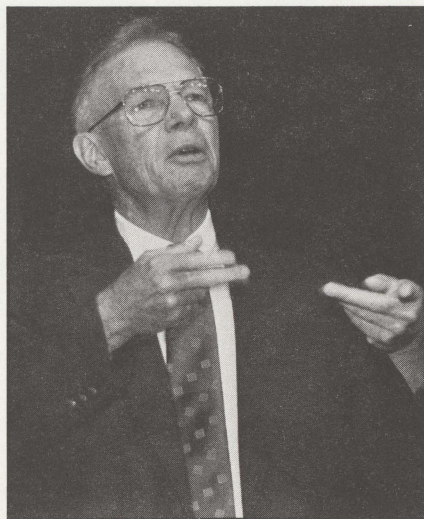
If the Board of Trustees approves the measure, the requirement to achieve a Novice-level rating after two successive sessions will become a condition of continued employment for new employees.

The intensive program began last April on a pilot basis and is now a permanent feature of the new employee orientation program.

The sign language proficiency requirements and training program requires that all employees achieve a job-related level of sign proficiency within a specified period of time. As *On the Green* reported earlier, three levels will be used as required levels: Survival, Intermediate, and Advanced. Novice will be used only for the intensive program and Superior will not be used as a required level. However, employees will be encouraged to strive for a Superior level of communication excellence. Between each of the five levels are "Plus" levels. These also will not be used as required proficiency levels but will be used as indicators of satisfactory progress toward the required level. The level assigned to each job depends heavily on the amount of contact that is involved with the deaf and hard of hearing community.

Employees will be given adequate release time to attend class and achieve the required level. Employees will have one year or three semesters for each step from the initial rating to the required level. It is expected that most employees can achieve each step in one semester. For example, if

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Elliott Igleheart (G-'52) and Sandra Goldstein ('69) were named Outstanding Teachers of the Deaf at Dr. Lee Shulman's Oct. 21 lecture opening the University Week celebration.

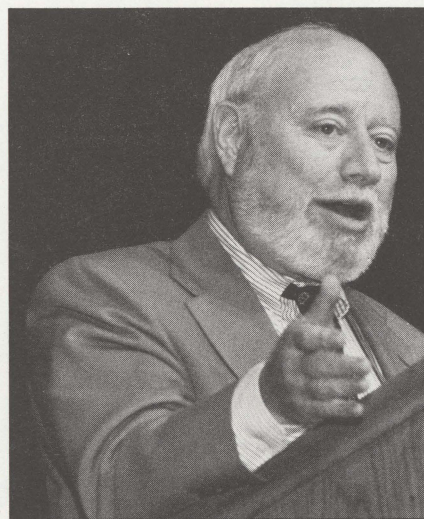


## Awards to top educators, lecture gets University Week under way

A large portion of the blame for the United States' poorly prepared teachers lies with college and university professors, Dr. Lee Shulman said during an Oct. 21 lecture on "Effective Instruction: A Key to Empowerment." Shulman's presentation served as the opening University Week lecture and the second lecture in a series celebrating Gallaudet's Centennial of Teacher Education.

The event also was the occasion to honor two of the nation's most outstanding teachers in deafness education. The honors went to Sandra Goldstein of Chicago, Ill., and Elliott Igleheart of Brattleboro, Vt.

Shulman is the Charles E. Ducommun Professor of Education and Psychology at Stanford University, a chair established for a senior member of the faculty whose work focuses on improving teaching in pre-collegiate and collegiate schools.



Noted education researcher Dr. Lee Shulman opened University Week with an Oct. 21 talk.

Most of the education that future teachers receive is in the liberal arts and sciences, with only a small fraction of their courses being in the field of education, Shulman said.

Yet, many teachers do not understand their subject matter deeply enough to teach it to others, and administrative and classroom reform will not overcome that deficit, he said.

The central ideas of every discipline are very complex both to teach and to learn, said Shulman. A teacher must be able to invent representations that build a bridge between the mind of the teacher and the mind of the student.

"Outstanding teachers have the ability to think simultaneously in numerous minds," he said, "their own and those of their students."

Saying that the single most important influence on how new teachers teach is the experience of how they were taught themselves, Shulman added, "This is not a trivial matter. As long as colleges and universities fail to place improvement of their own instruction at the very top of the list of their priorities, they will be silent accomplices of the failure of education in this country."

Shulman also said that the conditions under which many teachers work and many students live must improve. In many inner-city schools, teachers use a lot of energy finding social services to provide housing and food for students. When teachers are trying to save the lives of their students, it is hard to concentrate on caring for their minds, he said.

Shulman's talk, which was co-sponsored by the Office of the President and the School of Education

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## UPS retiree shares fortune with Gallaudet

Deaf undergraduate students at Gallaudet who are from middle-income families will soon have a new funding source for scholarships and internships, thanks to the generosity of Theodore Johnson, a hard of hearing retired United Parcel Service (UPS) employee who never earned more than \$14,000 a year but who became a multimillionaire by investing wisely in the stock market.

Gallaudet will be among the beneficiaries of the new Theodore R. and Vivian M. Johnson Foundation. Gallaudet will receive the interest on \$3.6 million annually, which is expected to amount to \$200,000 to \$300,000 a year.

"Ted Johnson is very generously passing on to future generations the benefits of his own achievements," President I. King Jordan said. "This extraordinary sharing of resources by Ted and his late wife, Vivian, will enable many, many deaf and hard of hearing students to obtain a university education, move into their own professional careers, and make their own contributions to our nation and the world."

Muriel Strassler, director of Public Relations, emphasized that contrary to some press reports, Gallaudet will receive the interest on the gift each year and not the principal.

Strassler said that Provost Harvey Corson will administer the scholarship funds, following procedures and criteria for eligibility that have not yet been determined.

According to a report published in the Oct. 15 *New York Times*, Johnson worked his way up at UPS to vice president for industrial relations by the time he retired in 1952. His annual salary was \$14,000 then, but he had bought a great deal of stock in the company and had \$700,000 worth of shares when he retired. Over the years, he watched the value of his stock increase to \$70 million.

Johnson, 90, has used a hearing aid since the 1940s. According to the Oct. 15 edition of the *Washington Times*, Johnson said that he chose Gallaudet as a beneficiary because going through life deaf or hard of hearing is "a difficult job" for students.

In all, Johnson is donating \$36 million to the foundation. Other recipients of the trust are the Palm Beach Atlantic College, a program for children of UPS employees, the Florida School for the Deaf and Blind, and the American Indian College Fund.





Thelma Schroeder, an advisor in the Academic Advising Office, receives her 10-year service award from Debra Siel, director of the office, as co-workers look on.

## Sign proficiency plan gains approval

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your initial rating is Survival Plus and your required level is Advanced, you will have three years to reach the Advanced level (one year to reach Intermediate, one year to reach Intermediate Plus, and one year to reach Advanced). If you start at Novice and your required level is Advanced, you have six years to reach that level.

According to Denise Sullivan, director of Human Resources, current employees will not lose their jobs or be systematically penalized if they do not reach the required level. Supervisors will consider successful and timely completion of benchmark levels and the required level in awarding merit increases. However, after board approval in February, reaching the required level within the stated time frame will be a condition of employment for new employees.

The required proficiency levels are being distributed to deans and directors for review to help ensure that the levels comply with the criteria stated in the proposal. Once approved, the entire program document will be sent to employees along with individual letters informing the employees of their position's required level.

The Department of Sign Communication is gearing up to do the initial evaluations. The department is also

making the necessary arrangements to ensure that there will be sufficient classes to meet employee needs. Time lines for full implementation of the evaluations have not been finalized.

## Among Ourselves

Dr. Ronald Sutcliffe, associate professor in the Department of Business Administration, was a panelist on the Leadership and Employment Panel of Successful Deaf Adults at California State University-Northridge, Sept. 24.

Pre-College Mainstream Coordinator Maral Taylor and Janet Weinstock, a bilingual communications specialist at MSSD, conducted an all-day workshop for special education teachers in Trenton, N.J., on Sept. 27. The training identified recommended components of an educational program for deaf and hard of hearing students when placed in a mainstreamed educational setting.

Marilyn Farmer, MSSD social studies teacher; Carolyn McCaskill-Emerson, Pre-College coordinator of Minority Achievement and Multicultural Programs; Eileen O'Toole, MSSD school psychologist; and Lourdes Rubio-Fitzpatrick, Pre-College coordinator of Latino Services, recently conducted a training program for special education teachers in Trenton, N.J. The workshop addressed the specialized cultural and academic needs of deaf and hard of hearing students who are also members of the Latino or black communities.

## Shulman says teachers unprepared

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and Human Services, was followed by a panel of distinguished educators who commented on his speech. Panel participants were Dr. Nancy Kensicki, chairwoman of the English Department, Leonard Anderson of the Board of Directors of the National Education Association, and Dr. Valerie Janesick, associate professor at the University of Kansas and an expert in bilingual and multicultural education.

## Correction

Dr. Bruce White, associate professor of English, was incorrectly identified as an assistant professor in the Oct. 14 issue of *On the Green*.

## Announcements

The Personnel Office announces that Agnes Muse, a 15-year employee of the University, is the office's new benefits assistant. For information on benefits, Muse can be reached at x5111.

The Deaf West Theatre Co. of California will present "The Gin Game" at the MSSD Auditorium Thursday, Oct. 31-Sunday, Nov. 3. The play is directed by Gallaudet alumna ('68) and Emmy-award-winning actress Linda Bove, and the cast is made up of veteran actors and alumni Phyllis Frelich ('67) and Patrick Graybill ('63). The Washington performances are sponsored by the Center for Bicultural Studies, Inc. and the Metropolitan Washington Deaf Community Center, Inc. Tickets are \$20 for general admission, \$17 for students and senior citizens, and \$25 for the Oct. 31 performance, which includes a reception after the show. To order tickets, call (301) 699-5226 (V/TDD).

William Newhoudt, a community activist from Capetown, South Africa, will present a lecture, "Working for Peace in South Africa," on Wednesday, Oct. 30, from 7:30-9 p.m. in "Ole Jim." The lecture is sponsored by the Social Work Department.

Chilean poet Gonzalo Millan will read selections from his poetry and speak on contemporary Chilean poetry on Wednesday, Oct. 30, from 4-5 p.m. in Ely Auditorium. The program will be sign interpreted.

The University will hold its annual fall TDD-a-thon Nov. 11-15 and Nov. 18-21 in "Ole Jim" from 6-10 p.m. each day. At this fundraising event, which has a goal of \$60,000, callers will contact alumni and parents and request that they make a contribution to Gallaudet. To volunteer for the TDD-a-thon, call the Development Office, x5410. Training and meals will be provided.

Robert Daniels, Public Relations associate and noted comedian, will present "How is Funny in Deaf?" on Friday, Nov. 8, at 7:30 p.m. in "Ole Jim."

The Society for International Development (SID) will present two interpreted workshops—special populations, and science and technology—at a buffet luncheon on Nov. 13 from noon-2 p.m. in the Montpelier Room of the Library of

Congress, located in the Madison Building. The speakers will be Dr. Yerker Andersson, professor of sociology at Gallaudet and president of the World Federation of the Deaf, and Frederick Krause of Partners of the Americas. Luncheon tickets are \$12.50 for SID members and \$16.50 for nonmembers, payable in advance by Nov. 8. For more information, call (202) 547-8504 (V/TDD).

"Access Deaf America," a deaf empowerment conference, will be held Feb., 28-Mar. 1 in Decatur, Ga., For information, call (904) 829-6481, x216 (V) or (904) 829-2424 (TDD).

## Classified Ads

**Classified ads** are printed free for Gallaudet faculty and staff. Ads must be submitted in writing to *On the Green*, MSSD, Room G-37, or E-mail MGMOORE. Off-campus phone numbers must include an area code and whether the number is voice or TDD. Ads may be run two weeks if requested and if space permits. Ads received Oct. 28-Nov. 1 will be published Nov. 11.

**FOR SALE:** Complete super single waterbed w/etched mirror headboard, 12-drawer underdresser, good cond., \$125/BO. Call Tom Kober, x5281 or E-mail TWKOBER.

**FOR SALE:** Exercise bike, \$70/BO. Call (301) 982-0097 (V/TDD) after 6 p.m.

**FOR SALE:** '80 Mercury Zephyr 4-cyl. sedan, AC, power steering, many new parts, \$1,600/BO; Macintosh/DEST scanner w/OCR, \$600/BO; Macintosh/CD technology CD-ROM drive, \$600/BO; IBM compatible Advantage AT 386/20, 8/25 MHz, 8 MB RAM, 210 IDE hard disk, 120 MB back-up tape, Tower w/230 ps, Paradise Plus 16 w/NEC multisync monitor, incl. many software programs, \$2,400/BO; Princeton LS300 scanner w/OCR, \$500/BO. Call (301) 601-0133 (TDD).

**WANTED:** Roommate to share 3-BR, 1-bath house near Takoma Park, Md., metro w/2 deaf professionals. Call Ralph, x4046 and leave message, or (301) 270-6316 (TDD).

**FOR SALE:** Admiral wine refrigerator, temp. controlled, holds 34 bottles, key lock, \$400/BO. Call (301) 776-9013 (TDD).

**FOR SALE:** Folding table, 27 x 58-in., \$30. Campus mailbox 1576, or E-mail 11FTRUE.

**FOR SALE:** Nintendo system w/13 popular games, like new, \$290. Call Chun, x3113 or (301) 459-1192 (V/TDD) eves.

**FOR SALE:** Centennial of Teacher Education lapel pins, \$10/ea.; T-shirts, \$10/ea.; buttons, \$2/ea. Call Department of Education, Fowler Hall, Room 304.

**FOR SALE:** Round-trip ticket from BWI to St. Paul/Minneapolis, leave Nov. 27, return Dec. 2, \$273. Call Karen, x5192 (V) or x5196 (TDD).

**FOR RENT:** Room in Laurel, Md., townhouse w/kit. privileges to female professional/grad. student, must have car, like cats, \$325/mo. Call (301) 490-1972 (V/TDD) or E-mail NRJOHNSON.

**WANTED:** Professional/grad. student to share furn. 2-BR apt. near Columbia, Md., W/D, microwave, w/w carpet, TDD, telecaption, fitness room, other amenities, must have car, no pets, avail. Nov. 15, \$300/mo. plus ½ util. E-mail MGMOORE.

## Job Openings

**Some of the advertised positions may already be filled.** The list below includes only new staff and faculty openings and does not represent all jobs available. To get a recorded message describing the complete list, call x5358 or x5359 (TDD).  
MANAGER OF CONTRACTS AND PURCHASING: Contracts and Purchasing Office  
PROGRAM SPECIALIST: Gallaudet Interpreting Service

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